

Nursing Council of Hong Kong
Core-Competencies of an Advanced Practice Nurse for Orthopaedic Nursing
Developed by The Hong Kong Academy of Nursing under
the Voluntary Scheme on Advanced and Specialised Nursing Practice

The scope of core-competencies of an **Advanced Practice Nurse** builds on the 5 competence areas required of Registered Nurses:

Competence area 1: Professional, Legal and Ethical Nursing Practice

Competence area 2: Health Promotion and Health Education

Competence area 3: Management and Leadership

Competence area 4: Evidence-based Practice and Research

Competence area 5: Personal and Professional Development

Competence area 1: Professional, Legal and Ethical Nursing Practice			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Orthopaedics) is able to:</p> <p>(1) Apply nursing theories, evidence-based nursing knowledge, problem solving skills and therapeutic techniques to perform the advanced practice nursing role safely, legally, ethically and effectively with orthopaedic clients;</p> <p>(2) Manage complex care for orthopaedic clients with complicated health conditions;</p> <p>(3) Conduct case management services to meet multidisciplinary and multiple health care needs of clients with musculoskeletal (“MSK”) problems;</p>	<p>An advanced practice nurse (Orthopaedics) needs to have knowledge of:</p> <p>A. Social and life sciences relevant to advanced orthopaedic nursing practice in different settings including in-patient, ambulatory day services and nurse-led clinics;</p> <p>B. Human rights and responsibilities in relation to advanced orthopaedic nursing practice;</p> <p>C. Macroscopic views of health care systems and models of healthcare;</p> <p>D. Legal and ethical issues pertaining to advanced orthopaedic nursing practice;</p>	<p>An advanced practice nurse (Orthopaedics) needs to have skills in:</p> <p>A. Health assessment, examination, differential diagnosis, intervention and evaluation in advanced orthopaedic nursing practice in relation to different sub-specialties including trauma, hand, foot and ankle, spine, total joint replacement, sport and tumour specialties;</p> <p>B. Analysis of complex situations in the unstable / complicated context of the orthopaedic specialty area requiring high level professional judgments and clinical reasoning;</p>	<p>An advanced practice nurse (Orthopaedics) needs to have the following attitudes:</p> <p>A. Proactive in adopting and exploring advanced nursing practice;</p> <p>B. Open-minded and willing to adopt new models in advanced care practice;</p> <p>C. Innovative in attempting to introduce breakthroughs in nursing practice;</p> <p>D. Assertive in constantly striving for excellence in the professional role and safeguarding good practice;</p> <p>E. Client-centred, humanistic and holistic in caring processes;</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(4) Act as a resource person and accept referrals for their clinical expertise;</p> <p>(5) Identify service gaps: design and implement care programmes and monitor outcomes;</p> <p>(6) Provide expert level support and guidance to nurses in their establishment of therapeutic and caring relationships with the client;</p> <p>(7) Provide appropriate diagnostic strategies and therapeutic interventions to help clients, families and carers to maintain and restore MSK health;</p> <p>(8) Apply critical thinking and clinical reasoning underpinned by knowledge of orthopaedic specialty practice to plan care and identify risks associated with MSK injury and dysfunction;</p> <p>(9) Participate in the development of nursing care delivery systems in collaboration with the client and multidisciplinary health care teams to achieve optimal outcomes;</p> <p>(10) Execute independent practice in orthopaedic nursing;</p>	<p>E. Professional regulation of advanced orthopaedic nursing practice;</p> <p>F. Professional nursing practice and expertise on par with international standards in relation to advanced orthopaedic practice areas of different sub-specialties including MSK medicine, geriatric orthopaedics and rehabilitation, trauma care, sports medicine;</p> <p>G. Advanced nursing therapeutics and communication skills;</p> <p>H. Contemporary pain management for advanced orthopaedic nursing practice;</p> <p>I. Complementary and alternative medicine related to orthopaedic nursing practice; and</p> <p>J. Health / information technologies and their applications in relation to advanced orthopaedic nursing practice.</p>	<p>C. Problem solving in volatile / complicated / ambiguous orthopaedic environments requiring critical thinking;</p> <p>D. Undertaking advanced orthopaedic nursing therapeutics and communication appropriate to the intervention episode in different settings including in-patient, out-patient, day-patient and home and/or community for orthopaedic clients;</p> <p>E. Early identification and appropriate management of deteriorating clients and prevention of complications;</p> <p>F. Client engagement throughout the treatment episode in the orthopaedic disease journey;</p> <p>G. Interprofessional / Intersectoral collaboration; and</p> <p>H. Application and adoption of health technology and information technology in orthopaedic care.</p>	<p>F. Decisive when facing complex practice situations; and</p> <p>G. Accountable and responsible for advanced nursing practice.</p>

Competence area 1: Professional, Legal and Ethical Nursing Practice

Ability	Knowledge	Skills	Attitude
<p>(11) Manage complete episodes of care for complicated MSK conditions / injuries and refer aspects of care to members of the health care team where appropriate;</p> <p>(12) Master information technology to communicate, manage knowledge, mitigate errors and support decision making;</p> <p>(13) Practice in accordance with relevant legislation, regulations, local policies, procedures, standards and guidelines including those specific to orthopaedic specialty practice; and</p> <p>(14) Articulate the obligations, rights, dignity and cultural diversity of clients of advanced nursing practice.</p>			

Competence area 2: Health Promotion and Health Education

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Orthopaedics) is able to:</p> <ol style="list-style-type: none"> (1) Integrate health status, disease prevalence, and scientific information to tailor make health education and health promotion activities for orthopaedic clients and family / carers about clients' MSK conditions / injuries; (2) Appropriately adopt and use the media, advanced technologies and community networks to promote health for different clients or target groups in orthopaedics; (3) Organise, implement and evaluate health promotion, as well as disease prevention and management of side effect of interventions according to the priority health problems or needs assessment results; (4) Collaborate with different stakeholders and service providers to address orthopaedic health issues of individuals and communities and contribute to policy development; (5) Appraise critically the effectiveness of health education and health promotion activities; (6) Contribute to best practice and goals of health promotion to facilitate clients' changes in positive MSK health behaviours; 	<p>An advanced practice nurse (Orthopaedics) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Assessment of health status, social determinants of health and high risk health behaviours; B. Epidemiology and orthopaedic disease prevalence; C. Health informatics, information and communication technology; D. Local and cross-territory health promotion and disease prevention strategies in the advanced orthopaedic practice area and their impacts; and E. Approaches and strategies for social marketing, health promotion and disease prevention for improving MSK health taking into account the evidence for the latest evidence, behavioural, social, environmental and cultural factors. 	<p>An advanced practice nurse (Orthopaedics) needs to have skills in:</p> <ol style="list-style-type: none"> A. Community health and needs assessment of MSK clients; B. Communication to promote positive partnerships/ collaboration to meet MSK care needs; C. Adopting and using advanced communication approaches in individual client interviewing, counselling, and empowerment, as well as in public speaking and presentation; D. Advocacy, influencing, negotiation and lobbying; E. Data analysis in health and epidemiology, needs assessments and evaluations; F. Planning and implementing disease prevention and health promotion programmes targeting illness symptoms and side effect issues relevant to improving clinical outcomes in orthopaedics; and G. Using advanced information technology to design and deliver health education and health promotion in orthopaedic care. 	<p>An advanced practice nurse (Orthopaedics) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Committed to advocating MSK health; B. Proactive in identifying the clients' and their families' MSK health and learning needs; C. Positive and innovative in meeting identified MSK needs; D. Concerned about and taking an active interest in contemporary health issues affecting the individual and the community; E. Active in participating in activities for health education and health promotion at local, national and ecological levels; F. Committed to protecting the health of the individual and community; and G. Role modelling for health optimisation.

Competence area 2: Health Promotion and Health Education			
Ability	Knowledge	Skills	Attitude
<p>(7) Use human skills to enhance therapeutic relationships between the health care providers, clients and carers;</p> <p>(8) Provide leadership in developing health promotion capacities of individuals and teams; and</p> <p>(9) Review MSK, as well as general medication regimes and counsel clients and carers about drug effects, regimens, side effects, and interactions.</p>			

Competence area 3: Management and Leadership			
Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Orthopaedics) is able to:</p> <p>(1) Demonstrate effective managerial and leadership skills in the promotion of high quality standards and quality improvement in orthopaedic care;</p> <p>(2) Assess the need for change and lead changes to make a positive impact on orthopaedic care and service delivery systems;</p> <p>(3) Participate in health care policy formulation in partnership with other health care team members and community sectors;</p>	<p>An advanced practice nurse (Orthopaedics) needs to have knowledge of:</p> <p>A. Advanced management and leadership in health care;</p> <p>B. Concepts associated with the vision, goals, objectives, strategies, governance and mechanisms in clinical orthopaedic practice to ensure safety and quality care, as well as their implications for management;</p> <p>C. Policy development, implications and review processes in respect of orthopaedics;</p> <p>D. Politics in health care and orthopaedic nursing;</p>	<p>An advanced practice nurse (Orthopaedics) needs to have skills in:</p> <p>A. Applying advanced management and leadership in orthopaedic care;</p> <p>B. People and resource management;</p> <p>C. Project management;</p> <p>D. Building cultures for positive work environments, morale and performance to support advanced practice by empowering staff to assume increasing responsibilities for orthopaedic clients;</p> <p>E. Political astuteness in influencing and lobbying;</p> <p>F. Conflict resolution, negotiation and mediation; and</p>	<p>An advanced practice nurse (Orthopaedics) needs to have the following attitudes:</p> <p>A. Positive towards challenges;</p> <p>B. Proactive and assertive with new challenges;</p> <p>C. Proactive in maintaining and promoting quality service environments and systems;</p> <p>D. Supportive and facilitative to colleagues and clients;</p> <p>E. Open-minded and objective, adopting a broad vision and global view;</p> <p>F. Collaborative in building collegiality and team optimisation;</p>

Competence area 3: Management and Leadership

Ability	Knowledge	Skills	Attitude
<p>(4) Manage clinical orthopaedic risks and crises, and emergency situations specific to the advanced orthopaedic practice area;</p> <p>(5) Build the culture and systems to ensure safe and effective care delivery and work environments;</p> <p>(6) Lead the team to facilitate team processes and work across sectors and professions to cultivate a caring and supportive culture;</p> <p>(7) Coordinate human and environmental resources necessary to manage rapidly changing situations;</p> <p>(8) Optimise resource utilisation and facilitate the provision of an accessible, effective and efficient service; and</p> <p>(9) Enhance staff development and contribute to manpower planning to ensure smooth service operations.</p>	<p>E. Resource management; and</p> <p>F. Risk management and quality improvement in advanced orthopaedic nursing practice.</p>	<p>G. Risk management and quality improvement for advanced orthopaedic nursing practice.</p>	<p>G. Fair in addressing equity;</p> <p>H. Decisive in management decisions; and</p> <p>I. Accountable and responsible for advanced orthopaedic nursing practice.</p>

Competence area 4: Evidence-based Practice and Research

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Orthopaedics) is able to:</p> <ol style="list-style-type: none"> (1) Utilise research findings to evaluate current practice and to identify service and practice areas for further improvement in orthopaedic care; (2) Appraise critically and reflectively health care research findings to support evidence-based orthopaedic practice; (3) Identify issues to initiate and participate in nursing research and clinical audit; (4) Lead and support the review and development of evidence-based guidelines, protocols and clinical pathways; (5) Use best evidence to enable practice innovation, adoption of advanced technology and shape decision making; (6) Benchmark various care programmes with evaluative outcome measures for improvement in clinical management; and (7) Integrate best current evidence with clinical expertise and clients' preferences and values for delivery of optimal care. 	<p>An advanced practice nurse (Orthopaedics) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Best available evidence and new clinical knowledge in specific areas of orthopaedic practice; B. Relevance and appropriateness of various research designs in relation to the study objectives to generate evidence to inform orthopaedic practice; C. Implementation science to translate evidence into practice; and D. Understanding of the purpose, design and possible applications of research studies including both diagnostic and interventional research. 	<p>An advanced practice nurse (Orthopaedics) needs to have skills in:</p> <ol style="list-style-type: none"> A. Critical analysis and interpretation of research findings, and dissemination of research outcomes; B. Application of evidence to substantiate / negotiate / influence advanced health care interventions in orthopaedic practice; C. Using evaluation tools to assert and facilitate evidence-based changes; and D. Conducting clinical research and evidence-based practice. 	<p>An advanced practice nurse (Orthopaedics) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Proactive in initiating evidence-based practice and research; B. Inquisitive in identifying knowledge/practice gaps and new horizons for care processes; C. Creative and innovative; and D. Scientific in critically reviewing and adopting evidence-based findings.

Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
<p>An advanced practice nurse (Orthopaedics) is able to:</p> <ol style="list-style-type: none"> (1) Accept accountability for increased responsibility in the advanced orthopaedic practice area; (2) Maintain competence as an advanced practice nurse, identify their own professional strengths and limitations, and promote continuous development in the advanced orthopaedic practice area; (3) Uphold nursing as a profession and act as a key member of the health care team; (4) Supervise, educate and support the socialisation of nurses, act as a role model and set exemplary standards for professional behaviours; (5) Articulate and promote the image and roles of advanced orthopaedic practice nurses to facilitate collaboration and referrals in professional and community contexts; (6) Monitor and reflect empathy in interactions with clients and use this to inform further therapeutic interactions; and 	<p>An advanced practice nurse (Orthopaedics) needs to have knowledge of:</p> <ol style="list-style-type: none"> A. Philosophy and scope of practice in the advanced orthopaedic practice area; B. Professional organisations facilitating the growth of the profession and their members; and C. Healthcare landscape, legislation and political climate for maximising advanced orthopaedic nursing practice. 	<p>An advanced practice nurse (Orthopaedics) needs to have skills in:</p> <ol style="list-style-type: none"> A. Maintaining their own holistic well-being; B. Critical self-reflection for continuous improvement; C. Coaching and mentorship to nurture and prepare the next generation of nurses; D. Public speaking and presentation; and E. Professional networking and exploration of potential opportunities for intra- and inter-disciplinary collaboration. 	<p>An advanced practice nurse (Orthopaedics) needs to have the following attitudes:</p> <ol style="list-style-type: none"> A. Enthusiastic and positive towards life, human beings, society and health, safeguarding optimal health and promoting quality of life; B. Visionary and passionate towards advanced orthopaedic nursing practice; C. Open to learning and extending their horizons; D. Committed to continuous learning in advanced orthopaedic nursing practice; E. Supportive of professional organisations which develop advanced orthopaedic nursing practice; and F. Self-awareness and constantly striving for improvement.

Competence area 5: Personal and Professional Development

Ability	Knowledge	Skills	Attitude
(7) Be supportive to staff with their emotions associated with the nurse-client relationship.			